



## Principles Of Placement In Positions In The Youth And Sports Office Of Central Bengkulu District

Luciana<sup>1</sup>, Sugeng Suharto<sup>2</sup> And Kahar Hakim<sup>3</sup>

Departement Public Administration, Faculty of Social Science And Political Science, University of Bengkulu

[lucianabadarudin@gmail.com](mailto:lucianabadarudin@gmail.com)

### ARTICLE INFORMATION

Received: 25 August 2023  
Revised: 10 September 2023  
Accepted: 22 September 2023  
Available online: 10 October 2023

### KEYWORDS

**Placement, Positions, Task Oriented, Worker Oriented**

### CORRESPONDENCE

**Master of Public Administration**

THIS IS AN OPEN ACCESS ARTICLE  
UNDER THE [CC-BY-SA](https://creativecommons.org/licenses/by-sa/4.0/) LICENSE



### A B S T R A C T

*The purposive in this study to determein Principles Of Placement In Positions In The Youth And Sports Office Of Central Bengkulu District. This research uses a phenomenological framework by focusing on exploring the experiences and meanings related to the principles of placement in positions carried out at the Youth and Sports Department in Bengkulu Central Regency. Informants in this study were taken as many as 5 people. Informants in this research were taken using purposive sampling, namely taking employees who understand and are directly involved with the research problem. In phenomenological research, there are analytical methods that are structured and specific. The result in this study si Job analysis at the Youth and Sports Service of Central Bengkulu Regency seen from the Task Oriented employees in accordance with their respective duties and functions and have been carried out well, even though the level of education they have does not match the position they hold and the position at the Youth and Sports Service of Central Bengkulu Regency is seen from Worker Oriented employees of the Department of Youth and Sport of Central Bengkulu Regency in carrying out work are still low due to a mismatch between the level of education they have and the main duties and functions for which they are responsible dan obstacles to Position Analysis at the Youth and Sports Service of Central Bengkulu Regency, there are still many positions and main tasks that are the responsibility of employees that are not in accordance with the level of education they have.*



## INTRODUCTION

The era of globalization demands competition from several countries to compete with each other in order to fight for position as a determining country in the world, both in the economic, social, cultural, political and so on. For this reason, the development of human resources is also required to be better because advances in technology, trade and so on are determined by human resources as the actors and drivers of all this. iManagement of human resources and their existence is really needed by organizations, both government organizations and private companies (Wibowo, 2018: 176).

An organization is a collection of individuals and groups, so that organizational effectiveness is a function of the effectiveness of individuals and groups. An organization is a system of activities that are consciously coordinated by two or more people (Kreitner & Kinicki, 2016:51). It is impossible for an organization to function responsibly without having ethics when carrying out its daily affairs. Every organization, whether public or private, should have and implement a code of behavior that is respected by every member in managing the organization's activities. This also includes organizations in regional government.

Every organization, whether private, public or community, basically always exists in conditions that are constantly changing. Organizations face various challenges, both those that originate within the organization and those that originate from the environment, which are the reason organizations must make changes (Suharto,

2018: 414).

In an organization there are superiors and subordinates, to achieve these goals it is necessary to have good cooperation between superiors and subordinates. In addition to cooperation, there is also a need for opportunities for employee career development so that they can provide good performance to the organization and have a positive impact on the effectiveness of the organization's work so that the organization's goals can be achieved (Hasibuan, 2018: 17).

Employees who are competent, competent, and skilled do not guarantee good work productivity if their work morals and discipline are low. They can only be said to be useful and support the realization of the company's goals if they have a high desire to create achievements. Therefore, workers who are less capable, less competent, and less skilled will result in the work not being able to be completed on time. So, the efficiency of organizational implementation depends on the management and utilization of people, which is why every manager must be able to work effectively with people, and must be able to solve various problems related to the management of human resources.

In short, it can be said that management of human resources is very closely related to the image "the right faith in the right place and the right time". So, management of human resources at the right time must be able to ensure that the workforce is placed in the right positions according to their interests and abilities. Human resources have an important function in achieving good employee performance. The factors that are important in a job depend more on the human elements. This is also included in the implementation of regional government.



Paradigm changes in the implementation of regional government clearly require comprehensive changes and adaptation. The impact of this change is that the implementation of regional government is no longer handled centrally, but rather prioritizes the community and regional government, which is carried out in an decentralized pattern (Kausar, 2013: 43).

Implementation of governance that is centralistic in nature requires an increase in the competence of regional government officials as well as community participation in the administration of regional administration, so with this pattern, district and city governments have the rights, obligations, responsibilities and authority in carrying out public administration in accordance with expectations. and the desire of the community to participate in regional interests (Kausar, 2013:43).

The Youth and Sports Bengkulu Central Regency Service was formed in the month of September 2020 which is the separation of the Education, Culture, Youth and Sports Bengkulu Central Regency Services. The phenomenon that has occurred, since the formation of the Youth Department and Sports Bengkulu Regency, Tengah only has an Secretary and also an Acting Head of Department with 4 people Field Head, 15 people Section Head and do not have resign. Although the role of an officer in the management of personnel management is to create the management of human resources/apparatus as a task in the good government, it is a matter of great importance.

Goujazi (1996:65) explains that it is the job specification that is strict if it is clear that it will obtain the work force that corresponds

to the job signal that it will produce, if the job signal that it will produce is clearly included in the description of the job: the function, the task or obligation, authority if responsibility.

The phenomenon that happened in the OPD development of the Youth and Sports Department of Bengkulu Tengah regency was not planned, and it was proven that the management in the placement of employees was not in line with their abilities, which means that the placement of employees was not in line with the field of knowledge that the employee had. In addition to that, this problem is definitely caused by the lack of a clear task description between one unit and another unit, so that it happens overlapping or overlapping when coordinating the work unit does not work.

This condition certainly has an impact on the performance of the Department of Youth and Sports in Central Bengkulu Regency, so the author is interested in doing research related to the analysis of the activities of the Department of Youth and Sports in Central Bengkulu Regency.

The purposive in this study to determine Principles Of Placement In Positions In The Youth And Sports Office Of Central Bengkulu District

## MATERIALS AND METHODE

This research uses a phenomenological framework by focusing on exploring the experiences and meanings related to the principles of placement in positions carried out at the Youth and Sports Department in Bengkulu Central Regency. Informants in this study were taken as many as 5 people. Informants in this research were taken using purposive sampling, namely taking





employees who understand and are directly involved with the research problem. In phenomenological research, there are analytical methods that are structured and specific (Creswell, 2015: 268-270).

## RESULTS AND DISCUSSION

### 1. Analysis of the Principles of Placement in Positions at the Central Bengkulu Regency Youth and Sports Service

The results of research on Job Analysis at the Youth and Sports Department of Central Bengkulu Regency are seen as Task Oriented in the form of the level of task completion, the level of responsibility in carrying out the work, and the level of implementation of the functions of a position carried out by the Youth and Sports Department of Central Bengkulu Regency which have been carried out by employees in accordance with Their respective duties and functions have been carried out well, even though their level of education does not match the position they hold.

The research also shows that the Job Analysis at the Central Bengkulu Regency Youth and Sports Service is seen by Oriented Workers in the form of the level of expertise possessed by employees (Skill) in carrying out work, the level of knowledge possessed by employees (Knowledge) in carrying out work, and the level of ability (Ability) The staff of Central Bengkulu Regency Youth and Sports Service Regency in carrying out their work is still low due to the mismatch between the level of education they have and the main duties and functions for which they are responsible.

Heryana (2021) in research explains that several things that need to be paid attention to when preparing a job analysis are: Determine the team that will prepare the job analysis; Determine the employees who will be included in the preparation team; Determine the period of revision of the job analysis or each number of periods during which the job analysis is evaluated; Determine what type of information is needed; and Determine the anatomy of work. Meanwhile, Sugijono's research findings. (2016) found that job analysis can be presented in the forms of job description, job requirements, job classification, and job design.

The results of this research are not in accordance with the opinion of Levy, (2012:41) that in principle the preparation of job analysis follows two approaches, namely: Task oriented and worker oriented. Wirawan (2015) explains that task orientation is related to the smallest unit of work activity being analyzed, namely what is done by employees in carrying out work. A job often consists of a number of tasks.

In this approach, the focus of job analysis is on the actual activities carried out in the job. This approach is used to consider the duties, responsibilities, and functions of a position. The steps are: Create task statements, namely statements about the task/position, create a task scale, based on aspects such as level of importance, level of difficulty, level of frequency (frequency), and level of error (error).

Meanwhile, Wirawan (2015) explains that worker orientation is related to the skills, knowledge and abilities needed to



carry out a job. In this approach, the job analysis focuses on the personal characteristics needed in the job. These characteristics include; Skill or Skills, Knowledge or Knowledge, and Ability or iAbility.

According to Amirullah and Budiyo (2014:21), he explains that "Skill is the ability to translate knowledge into practice so that the desired goal is achieved. According to Bateman and Snell (2012:10) explain that skills are part of knowledge management which is a collection of practices that aim to discover and utilize intellectual data sources from organizations and fully utilize the intellectuality of people in organizations.

According to Kasmir and Jakfar (2013:172) stated "The most important organizational component is the job or position. To achieve organizational goals, it is necessary to determine the types of work that must be carried out in accordance with the skills possessed by employees. Hariandja (2015:39) explains that job analysis is a procedure for determining the responsibilities and requirements, skills of a job and the type of person who must be hired for that job. Moekijat, (2018:68) states that job analysis is a method for obtaining precise facts about positions directly and intensively.

## **2. Principle Barriers to Placement in Positions at the Central Bengkulu Regency Youth and Sports Service**

The results of the research show that the obstacles to position analysis at the Central Bengkulu Regency Youth and Sports Service are that there are still many positions and duties that are the responsibility of employees that are not in

accordance with the level of education they have.

In Yasir Idan Tri's research (2021) explains that job specifications are in the form of requirements or characteristics of people needed to carry out the job, there are also standards determined by the company and the standard levels of education, experience and skills required have been determined by the company. These three components can be implemented well in the company so that they become the basis for data in carrying out employee planning now and in the future.

Research by Manurung, et al. (2022) found that the factors inhibiting position analysis in the placement of employees in the Organization and Management of the Regional Secretariat in the City of Binjai are difficult for employees to immediately and implement job schedules and accept and persist in a long time in the face of obstacles that arise from employees.

In addition, research by Manurung, et al (2022) found that staff in organizational and government positions in the Regional Secretariat already had formal education and other criteria to demonstrate positions, such as behavior and leadership skills. Every employee with behavioral and leadership requirements meets these standards and values

## **CONCLUSION**

The conclusions in this research are as follows:

1. Job analysis at the Youth and Sports Service of Central Bengkulu Regency seen from the Task Oriented employees in accordance with their respective duties and



functions and have been carried out well, even though the level of education they have does not match the position they hold and the position at the Youth and Sports Service of Central Bengkulu Regency is seen from Worker Oriented employees of the Department of Youth and Sport of Central Bengkulu Regency in carrying out work are still low due to a mismatch between the level of education they have and the main duties and functions for which they are responsible.

2. Obstacles to Position Analysis at the Youth and Sports Service of Central Bengkulu Regency, there are still many positions and main tasks that are the responsibility of employees that are not in accordance with the level of education they have.

Based on the results of the research and the results of the discussion, the message that we can convey to the Department of Youth and Sports is the Bengkulu District and Central is as follows:

1. It is necessary that the placement of the employee is suitable with the experience of the job specification and it is necessary to prepare the Human Resource before carrying out the placement and analysis of the said job.
2. It is necessary to increase the knowledge that he has by conducting training and education that is suitable for the position.
3. It is necessary to improve this skill by attending a seminar or course about the level IV/a degree.

## REFERENCES

Anwar, Mokhamad. 2019. Basics of Corporate Financial Management. Edition 1, Jakarta: Prenadamedia Group.

Amirullah and Budiyono, Haris, 2014. Introduction to Management, Yogyakarta: Graha Ilmu.

Bateman, Thomas S. and Scott A. Snell. 2014. Management, Leadership and Cooperation in a Competitive World, 10th Edition, Translation: Ratno Purnomo and Willy Abdillah. Jakarta: Salemba Empat.

Batlajery, Samuel. 2016. Implementation of Management Functions in the Tambat Village Government Apparatus, Merauke Regency. Journal of Economic & Social Sciences, Vol.VII, No. 2, October 2016; 135-155 P-ISSN: 2085-8779, E-ISSN: 2354-7723 135.

Creswell, John W. 2015. Qualitative Research and Research Design. Yogyakarta: Student Library.

Daniel A. Wren.2004. The Evolution of Management Thought. New York: John Wiley & Sons, Inc. Y.

Dessler, G. 2018. Human Resource Management. Jakarta: Salemba Empat.

Fayol, Henry. 2018. Public Relations Management. PT. Elex Media, Jakarta Follet.

Gouzaji, Saydam. 2006. Human Resource Management. Djbridge Publishers. Yogyakarta.

Griffin, Ricky W. 2016. Management. Seventh edition Volume 2. Jakarta : Erlangga

Hamdi. 2020. Implementation of Management Functions at the Rantau Kiwa Subdistrict



- Office, Tapin Utara District, Tapin Regency. JIEB: Journal of Business Economics. Volume 6 Number 2. ISSN online 2615-2134.
- Handoko 2017. Human Resource Management. Jakarta Revised Edition: Bumi Aksara.
- Hariandja, Marihat Tua Efendi, 2015. Human Resource Management. Jakarta: Grasindo.
- Hasibuan, Malay SP. 2018. Human Resources Management. Fourteenth printing, Jakarta, Publisher: Bumi Aksara.
- Heryana, Ade. 2021. Job Analysis. Esa Unggul University Publication Manuscript
- Indrakusuma, Amir, Daien. 2018. Introduction to Educational Science. Surabaya: National Enterprise.
- Kasmir and Jakfar. 2013. Business Feasibility Study. Jakarta: Kencana.
- Kautasar Al. 2013. Effects of Occupational Safety and Health. On Employee Performance. Journal of Business Administration (JAB) Faculty of Administrative Sciences, Brawijaya University, Vol. 6, no. 2.
- Kreitner, Robert and Kinicki, Angelo 2016. Organizational Behavior. Translation: Erly Suandy. First Edition. Jakarta: Salemba Empat Publishers.
- Levy, Michael & Weitz, Barton A. 2012. Retailing Management. New York: McGraw-Hill/Irawan.
- Manurung, Raudah Azzahra., and Nasution, Muhammad Irwan Padli. 2022. The Role of Job Analysis in Employee Placement (Case Study in the Organization and Management Section of the Binjai City Regional Secretariat). Economics of Business Management and Accounting (EBMA) Volume 3, Number 1, June, 2022 eISSN: 2746-2137 pISSN: 2746-5330 Faculty of Economics and Business, Labuhanbatu University.
- Mary, Parker. 2007. Visionary Leadership and Strategic Management MCB University Press. Women in Management Review Volume 14 No. 7.
- Moekijat. 2018. Job Analysis. Bandung: Mandar Maju Publishers.
- Nitisemito, Alex S. 2012. Personnel Management. Jakarta Ghalia Indonesia.
- Rismayanti and Sagay, Maxi Joseph. 2018. Application of Management Functions as a Method of Improving Employee Performance. ©Journal of Business Administration Vol. 2 No. 2.
- Ruki, Achmad S. 2013. Performance Management System. Jakarta: PT Gramedia.
- Stoner, James A.F. 2016. Management. Volume 1 Edition 6, Jakarta : Salemba Empat
- Suharto, Sugeng. 2018. Study of the Public Service Satisfaction Survey and Regional Government Policies of Bengkulu Province in the Health Sector. (Study of Service Quality at Regional General





---

Hospitals in Bengkulu. Jakarta. Uwais  
Inspirasi Indonesia.

Terry, George R. 2018. Management Basics.  
Jakarta: Bumi Literacy.

Wibowo, 2018. Performance Management.  
4th Edition. PT. Jakarta: Raja Grafindo  
Persada.

Hero. 2015. Indonesian Human Resources  
Management. First Edition. Jakarta; PT  
Rajagrafindo Perkasa.

Yasir Arafat and Tri Darmawati. 2021.  
Implementation of Job Analysis in  
Human Resource Management Activities  
in Improving Employee Performance  
(Case study of Printing Timi Brothers).  
Proceedings of the National Seminar of  
PGRI South Sumatra Province and PGRI  
University of Palembang 2 November  
2021.